



Introduction

This statement is made as part of Unity Resourcing Solutions commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summaries how Unity Resourcing Solutions operates, the policies and processes in place to minimise the possibility of potential cases, any risks we have identified and how we monitor them and how we train our staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year 2020 – 2021. It was approved by the Chief Executive of 18.11.19

Signature

Chief Executive

1. Our Business

Unity Resourcing Solutions is a newly developed limited company operating within the recruitment sector supplying labour provision services to the warehousing and transport industry.

Unity Resourcing Solutions Limited is an independent business but ultimately part of the Culina group. For details of our group structure, see <https://www.culina.co.uk/>

1.1 Who we work with

As an internal labour provider for the Culina Group, we supply flexible labour to support with the temporary labour requirements of the group. We employ our Flexi-Workers directly through our own resourcing teams with additional support from external labour providers where required. We facilitate the supply of workers to the Culina Group who are located across the midlands, north east/west and south east/west of England with all of the workers we supply residing within the UK.

As part of the Culina Group, all hiring managers are known to us. All work-seekers are identified by us, along with all of the Flexi-Workers we supply. Some of our work-seekers are supplied via other businesses who support in the provision of labour supply when required.

2. Our Policies

Unity Resourcing Solutions has developed this modern slavery statement regardless of the fact it does not currently fall within scope of the Modern Slavery reporting level of £36 million turnover. In addition to this, Unity Resourcing Solutions has the following policies which incorporate ethical standards for both our internal employees and any sub-contracted workers:

- Forced Labour and Ethical Policy
- Identification of Third Party Labour Exploitation Policy
- Identification of Third Party Labour Exploitation Procedure

2.1 Policy development and review

Unity Resourcing Solutions policies are established by our senior leadership team with Director level approval. We review our policies on a regular basis, or as required to adapt to any changes.

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3. Our Processes for Managing Risk

In order to assess the risk of modern slavery, we will use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies including commitments around modern slavery, human trafficking and forced labour.
- We conduct a review of any suppliers business before entering into a commercial relationship where there is the potential for risk. Any authorised businesses form the basis of our preferred supplier list.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have identified the following potential risks in our supply chain:

- Significant recruitment levels of migrant workers including, but not limited to, Polish, Romanian, Lithuanian, Latvian, Slovakian, Hungarian and Bulgarian.
- Volatile labour requirements due to retailer requirements resulting in increased recruitment levels.
- Low skilled work force requirements at some locations resulting in potential risk of third party labour exploitation.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We will reserve the right to conduct spot-checks of the businesses who supply to us, in order to investigate any complaints.
- We will require the businesses we work with to address modern slavery concerns in their policies and publish a modern slavery statement should they meet the relevant criteria.
- We will collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area.
- We will ensure that all of our suppliers are members of appropriate industry bodies.
- We plan to work closely with the Gangmasters and Labour Abuse Authority, Local Police Representatives and Stronger Together in order to combat the risk of modern slavery and human trafficking.

Our staff are encouraged to bring any concerns they have to the attention of management.

4. Our Performance

As part of monitoring the performance of Unity Resourcing Solutions, we track the following general key performance indicators:

- Multiple occupancy checks on any properties with 5 or more occupants
- Duplicate bank account checks on all details provided by workers during registration
- Multiple contact number report to monitor over use of contact numbers throughout worker information
- Worker welfare questions within registration forms to monitor for potential exploitation
- Feedback questionnaires used to monitor for potential indicators of labour exploitation

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our senior leadership team:

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- The percentage of suppliers who provide their own modern slavery statements, or where criteria not met, what modern slavery processes have been implemented
- The percentage of workers supplied from our preferred supplier list
- The level of modern slavery training and awareness amongst our own internal staff
- Number of identified potential cases and from which indicators

We benchmark our indicators against the industry best-practice and carefully consider our indicators, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk

5. Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our recruiters, and staff involved in our procurement and supply chains undertake training courses that include guidance around modern slavery and human trafficking.
- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have. Training is refreshed regularly.

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